



JOB DESCRIPTION

Job Title: Sports Coach (Primary)
Grade: C3 (SCP 19-22)
Reporting to: PE Leader and Principal

Purpose of the role

To provide exceptional coaching delivery across the PE Curriculum. To support with the development of an extra-curricular programme that compliments the ambitions of the trust establishment.

The Sports Coach is accountable for:

The Quality of Curriculum Provision

- Support with the delivery of Physical Education within the curriculum.
- Support with the delivery of extra-curricular clubs.
- Maintain an orderly and purposeful environment.
- Promote positive values, attitudes and good behaviour.
- Implement The GORSE Academies Trust (GORSE) behaviour system and all relevant school policies.
- Report back to the PE Leader on a daily basis.
- Liaise sensitively and effectively with parents/carers as agreed with the Principal / Senior leadership Team "SLT".

The Quality of Extra-Curricular Provision

- Support with the delivery of PE outside the curriculum.
- Support with the delivery of activities within extra-curricular clubs.
- Carefully follow instructions from the Principal and PE leader.
- Correctly follow risk assessments.
- Ensuring the health, safety and wellbeing of the pupils.

The Progress of Pupils

- Support the PE leader with effective monitoring, evaluation, and improvement of pupil progress and participation in PE.
- Self-evaluation of the lessons and clubs to drive rates of progress and enjoyment.
- To establish sports clubs and competitive teams.
- Support with the identification and selection of performance squads for competition.
- The promotion of pupil and team success.
- The promotion of an inclusive culture which reflects the values of GORSE.
- To complete Health and Safety Risk Assessments of all activities.

Health and Safety Checks

- Perform a wide range of health and safety checks, including daily equipment inspections, regular fire walks, annual servicing of safety systems, monthly risk assessments, and emergency drills, to support the Leader of PE in ensuring serviceability and H&S compliance of the facilities and all equipment.
- Record all checks and report any deficiencies in a timely manner to the Principal and Leader of PE.

Professional Development and Relationships

- Have high professional expectations and standards.
- Undertake appropriate training and development to maintain effectiveness in a changing landscape.
- Have a commitment to collaboration and co-operative working.
- Work effectively as a team member.
- Have a commitment to collaborative working within GORSE and with external partners as required.

Knowledge and Understanding

- Be a role model for effective coaching within your specialist area.
- Showcase how highly effective practice can maximise athlete progress and enjoyment.
- Know how to use a range of data to monitor athlete progress and evaluate impact across the range of responsibilities and initiatives.
- Have an awareness of the range of KPI's required to demonstrate a highly effective programme.
- Understand how young people develop and how they progress. Prioritise the well-being of athletes and demonstrate awareness that they can be affected by a range of developmental, social, religious, ethnic, cultural, and linguistic influences.
- Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support from external agencies.

Working Within the Law and Frameworks

- Know the current legal requirements, national policies and local guidance on the safeguarding and promotion of the well-being of children and young people.
- Know how to identify potential child abuse and follow safeguarding procedures.
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- Understand the safeguarding and GDPR implications of any strategic development plans.

Developing Practice

- Evaluate performance and be committed to improving practice through appropriate professional development (i.e. training, mentoring etc).
- Have a creative and constructively critical approach towards innovation; being prepared to adapt practice where benefits and improvements are identified.
- Review the effectiveness of practice and its impact on athlete progress, attainment and well-being refining approaches where necessary.

Personal Responsibilities

- To hold positive values and attitudes and adopt high standards of professional conduct in line with the Seven Principles of Public Life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership) and our trust values of Diligence, Integrity, Rectitude and Kindness.
- Carry out the duties and responsibilities of the post, in accordance with GORSE's Health and Safety Policy and relevant Health and Safety Guidance and Legislation.
- Form positive professional relationships and work in partnership with colleagues throughout GORSE.
- To willingly engage with training as required.
- Treat all aspects of the role with the strictest confidentiality.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, equality and diversity and data protection, reporting all concerns to an appropriate person.

Any Special Conditions of Service

GORSE

- The post is subject to a satisfactory enhanced DBS background check, relevant right to work documentation, suitable references and a six -month probationary period.
- Occasionally there may be a requirement to work off-site and undertake work outside normal office hours to meet the variable nature of workloads and deadlines and to support academy events.
- Contribution to the overall ethos/work/aims of GORSE.
- GORSE operates a No Smoking/Vaping Policy.

PERSON SPECIFICATION

Criteria	Essential/ Desirable
Qualifications	E/D
5 GCSE's Grade C/4 and above (or equivalent) including English and Mathematics.	E
A relevant Level 3 qualification or willingness to work towards.	E
A degree or equivalent qualification in a relevant subject.	D
A higher degree or professional qualification in a related discipline.	D
Knowledge and Skills	E/D
Ability to prioritise workloads and manage the allocation of work effectively.	E
Excellent analytical skills and sound judgement.	E
Excellent verbal and written communication skills.	E
Ability to form meaningful relationships with young people in the full age range of GORSE academies.	E
Ability to build and maintain effective working relationships.	E
Knowledge & understanding of national PE curriculum and programme of study.	D
Knowledge of the Safeguarding agenda.	D
Detailed understanding of the GORSE Games and regional fixtures	D
Detailed knowledge and understanding of MIS and functions.	D
Detailed knowledge and understanding of data analysis, manipulation and presentation techniques.	D
Experience	E/D
Experience of successful coaching at club level.	E
Experience of effective team working.	E
Experience of successful coaching at a regional and national standard.	D
Experience of developing successful tracking systems.	D
Experience of developing systems and processes to improve pupil performance.	D
Personal qualities	E/D
Pleasant and friendly manner.	E
Polite and punctual.	E
Reliable.	E
Energetic, enthusiastic, hard-working and diligent.	E
Highly motivated, ambitious, and upbeat.	E
Calm under pressure.	E
Flexible and collaborative.	E
Work accurately and methodically with attention to detail.	E
A strong commitment to the values of The Trust including the prioritisation of the disadvantaged.	E
Highly organised.	E
Continuous Professional Development	E/D
Evidence of commitment to Continuing Professional Development.	E
Other Conditions	E/D
Enhanced DBS Clearance.	E

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply for this position.